

## Hiring Authorities

### Non-competitive Hiring Status Authority

#### **The Public Land Corps**

The Public Land Corps (PLC) Act of 1993, as amended in 2005, provides authority for the Federal government to utilize and expose youth to public service by hiring young adults (ages of 16 to 25) to perform needed conservation activities and assist the Federal government with natural and cultural resources. The PLC allows qualified youth to apply and be considered for posted vacancy announcements without competing under internal merit staffing procedures. These candidates will be considered with other non-competitive candidates on a separate certificate. Eligibility for this non-competitive hiring authority is only good for 120 days after completion of PLC service. Participants can be recruited through non-profit organizations that partner with the Bureau of Land Management (BLM).

### Special Hiring Authorities for Veterans

#### **Veterans' Recruitment Appointment (VRA)**

Veterans' Recruitment Appointment (VRA) is an excepted authority that allows agencies to appoint eligible veterans without competition if the following eligibility criteria are met:

- are in receipt of a campaign badge for service during a war or in a campaign or expedition; OR
- are a disabled veteran, OR
- are in receipt of an Armed forces Service Medal for participation in a military operation, OR
- are a recently separated veteran (within the last 3 years), AND
- separated under honorable conditions (this means an honorable or general discharge), you are VRA eligible.

An individual appointed under this authority at any grade level up to and including a GS-11 or equivalent. This is an excepted service appointment. After successfully completing 2 years, you will be converted to the competitive service. Veterans' preference applies when using the VRA authority.

Agencies can also use VRA to fill temporary (not to exceed 1 year) or term (more than 1 year but not to exceed 4 years) positions. If an individual is employed in a temporary or term position under VRA, they will not be converted to the competitive service after 2 years.

There is no limit to the number of times an individual can apply under VRA.

#### **Veterans Employment Opportunity Act of 1998, as amended (VEOA)**

Veterans Employment Opportunity Act of 1998, as amended (VEOA) is a competitive service appointing authority that can only be used when filling permanent, competitive service positions. It cannot be used to fill excepted service positions. It allows veterans to apply to announcements that are only open to so called "status" candidates, which means "current competitive service employees."

To be eligible for a VEOA appointment, an individual's **latest** discharge must be issued under honorable conditions (this means an honorable or general discharge), **AND** they must be either:

- a preference eligible (defined in title 5 U.S.C. 2108(3)), **OR**
- a veteran who substantially completed 3 or more years of active service.

When agencies recruit from outside their own workforce under merit promotion (internal) procedures, announcements must state VEOA is applicable. VEOA eligible are not subject to geographic area of consideration limitations. When applying under VEOA, individuals must rate and rank among the best qualified when compared to current employee applicants in order to be considered for appointment. An individual's veterans' preference does not apply to internal agency actions such as promotions, transfers, reassignments and reinstatements.

Current or former Federal employees meeting VEOA eligibility can apply. However, current employees applying under VEOA are subject to time-in- grade restrictions like any other General Schedule employee.

"Active Service" under VEOA means active duty in a uniformed service and includes full-time training duty, annual training duty, full-time National Guard duty, and attendance, while in the active service, at a school designated as a service school by law or by the Secretary concerned.

"Preference eligible" under VEOA includes those family members entitled to derived preference.

### **30% or More Disabled Veteran**


30% or More Disabled Veteran allows any veteran with a 30% or more service-connected disability to be non-competitively appointed.

An individual is eligible if they:

- retired from active military service with a service-connected disability rating of 30% or more;  
**OR**
- have a rating by the Department of Veterans Affairs showing a compensable service-connected disability of 30% or more.

This authority can be used to make permanent, temporary (not to exceed 1 year) or term (more than 1 year, but not more than 4) appointments in the competitive service. There is no grade level restriction.

When using this authority to appoint on a permanent basis, the individual is first placed on a time limited appointment of at least 60 days and then converted to a permanent appointment at management's discretion. When the authority is used for temporary or term appointments, the individual will not be converted to a permanent appointment.

In order to be considered under any of the special hiring authorities for veterans, an individual must provide acceptable documentation of their preference or appointment eligibility. The member 4 copy of the DD214, "Certificate of Release or Discharge from Active Duty," is preferable. If claiming 10 point preference, a Standard Form ([SF-15](#)  [152 KB]), "Application for 10-point Veterans' Preference" must be provided.

### Special Hiring Authority for People with Disabilities

#### **Schedule A Appointing Authority**

The Schedule A authority for people with disabilities, 5 CFR 213.3102(u), is an excepted authority that agencies can use to appoint eligible individuals including veterans who have a severe physical, psychological, or intellectual disability. To be eligible, an individual must:

Show proof of their disability. Documentation may be from any licensed medical professional (e.g., a physician or other medical professional certified by a State, the District of Columbia, or a U.S.

Territory to practice medicine), a licensed vocational rehabilitation specialist (i.e., State or private), or any Federal or State agency, or agency of the District of Columbia or a U.S. territory that issues or provides disability benefits;

The medical documentation should distinguish between disabilities that are temporary, or transient, versus disabilities, which are chronic, permanent, on-going, or unresolved with no end in sight.

Have a certification of job readiness. Certification of job readiness (i.e., that an individual is likely to perform the duties of the job they wish to perform despite the presence of their disability) may be from any licensed medical professional (e.g., a physician or other medical professional certified by a State, the District of Columbia, or a U.S. Territory to practice medicine), a licensed vocational rehabilitation specialist (i.e., State or private), or any Federal or State agency, or agency of the District of Columbia or a U.S. territory that issues or provides disability benefits.

The above documentation may be combined in one letter or it can be provided in separate letters.

Veterans applying for this authority must provide acceptable documentation of their preference or appointment eligibility. The member 4 copy of the DD214, "Certificate of Release or Discharge from Active Duty," is preferable. If claiming 10 point preference, a Standard Form (SF-15 [152 KB]), "Application for 10-point Veterans' Preference" must be provided.

Agencies can use this authority, at their discretion, to appoint an individual at any grade level and for any job (time-limited or permanent) for which they qualify. Veterans' preference applies when agencies hire individuals under this authority. After 2 years of satisfactory service, the agency may convert the individual, without competition, to the competitive service.

There is no limit to the number of times an individual can apply under this authority.